

Health To Wealth Foundation Safeguarding Policy

1. Introduction

The Health To Wealth Foundation (hereafter referred to as "the Charity") is committed to promoting the well-being and safety of all individuals, especially vulnerable beneficiaries, volunteers, and staff engaged in its charitable activities. This Safeguarding Policy outlines the measures and guidelines the Charity will implement to prevent harm, abuse, or exploitation and to respond promptly and appropriately to any safeguarding concerns that may arise. The policy applies to all aspects of the Charity's work, both within the United Kingdom and internationally.

2. Definition of Safeguarding

Safeguarding refers to the proactive and ongoing measures taken by the Charity to protect individuals, particularly children and vulnerable adults, from harm, neglect, abuse, or exploitation. It encompasses a range of actions aimed at creating a safe and secure environment for all those involved with the Charity.

3. Commitment to Safeguarding

The Charity is committed to the following principles:

- a. Putting the safety and well-being of beneficiaries, volunteers, and staff at the forefront of all activities.
- b. Adopting a zero-tolerance approach to any form of abuse, exploitation, or harm.
- c. Ensuring that all individuals associated with the Charity understand their roles and responsibilities in safeguarding.

4. Safeguarding Responsibilities

4.1 Board of Trustees

The Board of Trustees holds the ultimate responsibility for safeguarding within the Charity. They will:

- a. Appoint a designated Trustee with responsibility for safeguarding matters.
- b. Regularly review the effectiveness of the Safeguarding Policy and procedures.

4.2 Designated Safeguarding Lead

The Charity will designate an individual to serve as the Safeguarding Lead. This person will be responsible for:

- a. Coordinating and overseeing all safeguarding matters within the Charity.
- b. Receiving and responding to safeguarding concerns and reports.
- c. Liaising with external agencies, if necessary, to ensure appropriate action is taken.

4.3 Volunteers and Staff

All volunteers and staff engaged in the Charity's activities have a responsibility to:

- a. Promote the safety and well-being of beneficiaries and colleagues.
- b. Report any safeguarding concerns to the designated Safeguarding Lead.
- c. Comply with the Charity's Code of Conduct, which includes guidelines on appropriate behaviour and interactions.

4.4 Beneficiaries

The Charity will endeavour to empower beneficiaries to understand their rights and raise concerns if they feel unsafe or uncomfortable.

5. Recruitment and Training

The Charity will implement robust recruitment procedures for all volunteers and staff, including:

- a. Application and interview processes to assess candidates' suitability and commitment to safeguarding principles.
- b. Reference checks and background screenings where applicable and permitted by law.
- c. Ensuring all volunteers and staff receive safeguarding training appropriate to their roles.

6. Reporting and Responding to Safeguarding Concerns

The Charity is committed to responding promptly and effectively to any safeguarding concerns. All concerns should be reported to the designated Safeguarding Lead, who will:

- a. Document the concerns in a confidential manner.
- b. Take appropriate action, following established procedures and guidance from relevant authorities.
- c. Provide support to individuals who raise concerns.

7. Confidentiality and Information Sharing

Safeguarding concerns will be handled with the utmost confidentiality. However, the Charity recognizes that information sharing may be necessary to protect individuals from harm, especially in cases involving children and vulnerable adults. Information will be shared on a need-to-know basis and in compliance with data protection laws.

8. Review and Monitoring

This Safeguarding Policy will be reviewed periodically to ensure its effectiveness and alignment with relevant legal and regulatory requirements. The Charity will monitor its safeguarding practices and address any areas that require improvement.

9. Amendment to the Policy

Any amendments to this Safeguarding Policy will be made at the discretion of the Charity's Board of Trustees and communicated to all relevant stakeholders.

Adopted on 15 January 2022